

Benefits - Flexible Spending Accounts

A Flexible Spending Account (FSA) is a tax-favored program that allows you to pay for your eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. FSAFEDS offers three types of FSAs:

- The Health Care Flexible Spending Account (HCFSA) can be used to pay for qualified medical costs and health care expenses that are not paid by your Federal Employees Health Benefits (FEHB) plan or any other insurance. The minimum you may elect each year is \$250 and the maximum is \$5,000.
- The Limited Expense Health Care Flexible Spending Account (LEX HCFSA), is available only to employees who enroll in an FEHB High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) or whose spouse is enrolled in a non-FEHB HDHP with an HSA. Eligible expenses are limited to dental and vision care services/products that meet the IRS definition of medical care. The minimum you may elect each year is \$250 and the maximum is \$5,000.
- The Dependent Care Flexible Spending Account (DCFSA) can be used to pay for eligible dependent care expenses such as childcare for children under age 13 or children who are physically or mentally incapable of self-care and, in some cases, eldercare, so that you – and your spouse, if you are married – can work, look for work, or attend school full-time. The minimum you may elect each year is \$250 and the maximum is \$5,000; however, your election for DCFSA can only be \$2,500 if you are married, but filing separately.

FSAFEDS runs concurrently with the FEHB Open Season in November and December each year for enrollment in the following year. The FSAFEDS benefit period will always run from January 1 through March 15 of the following year.

For more information visit <http://www.fsafeds.com> or call toll-free 1-877-FSAFEDS (372-3337) to speak to a SHPS counselor. For hearing impaired employees, the TTY/TDY number is 1-800-952-0450.
